

2020 POWER WALK MINISTRIES LEADERSHIP CONFERENCE

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Redesigning Ministries to Attract Involvement and Development

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I. Planning and performing leadership training

As we plan to perform leadership training for our leaders we have several areas to consider. Teaching and acquiring a theological basis by which the church is governed; developing skills to transmit these truths to a waiting congregation; and adopting a proven behavior that can be a model for all.

- A. Doctrinal and theological truths must be thoroughly understood by your leaders.
1. Church positions and biblical issues should be well documented and taught to all.
 2. Each leader needs to be trained in teaching others what they have learned.
 3. The Word of God must be studied and have the trainees to reason and present the basic truths of the Bible.
 4. Training must exist from a variety of sources to have an overall familiarity with what the Bible teaches.
 - Basic Bible Doctrine
 - Overview of Old and New Testament
 - Bible study method (How to study the Bible)
 - The Family
 - Evangelism
 - Spiritual Foundations

These formulate the “core courses” which needs to be structured in such a way so as to cause each person to have the background required for leadership training.

- B. Leadership training should have a section within it to begin helping in the areas of skill development for the job required.
1. Multiple areas need to be practiced:
 - Able to teach
 - Counselling – ability to do one to one
 - How to care for one another
 - How to evangelize
 - How to handle conflict
 - How to handle the needy
 - How to handle financial counseling
 - How to minister to the sick
 - How to handle those “caught” in sin

- How to access the church's programs
- How to read and study the Bible
- How to serve others
- How to have your own devotions
- How to have a good library
- How to handle rumors in the church
- How to handle church positions on any major issues
- How to handle baptism and communion

C. Leadership training must provide the laboratory by which each leader can be observed and evaluated on how they conduct themselves in ministry.

1. Leaders in training must have a place to serve where they can be observed performing their work. Each trainee must be attached to some ministry.
2. Each trainee must work under someone's authority and specific leadership. (Training must be caught and taught)
3. Each leader must have a well-developed job description about what they are expected to perform.
4. Each leader in training must have a specific time to be taken out and demonstrate the proper way of leading.
5. There must be a one on one time where leader(s) observe the trainee in several relationships of performing their assigned tasks.
6. Feedback sessions must be provided to determine the progress of each person. Strengths and weaknesses must be discussed.

II. The length of leadership training

The length of training should be between 1-3 years once a person is selected.

III. The process for leadership training

- A. Selection/interview process.
- B. Final approval status.
- C. Training process begins.
 - 1.
 - 2.
 - 3.
- D. Periodic/final evaluations.
- E. Ordination and/or commissioning process.

IV. The model for leadership training

- A. Start with pre-membership. (Develop a standard and maintain that standard – 4 weeks)
- B. Spiritual growth program. (12 weeks where we review our basic foundation in faith)
- C. Center for Discipleship Making Courses (2 year period to complete)
- D. Leadership Training
 1. Selection process by recommendation only
 2. Interview process
 - Personality
 - Family life
 - Meet basic qualifications (1 Timothy 3)
- E. Final Evaluation
 1. Exit interview
 2. Name brought before the church
 3. Final approval
 4. Assigned to ministry (must have completed all assignments)
- F. Ordination
 1. Group brought before the church
 2. Given personal recognition
 3. Specified time with Pastor